



NOTICE OF TEXT

[Authority G.S. 150B-21.2(c)]

OAH USE ONLY

VOLUME:

ISSUE:

CHECK APPROPRIATE BOX:

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Notice with a scheduled hearing

Notice without a scheduled hearing

Republication of text. Complete the following cite for the volume and issue of previous publication, as well as blocks 1 - 4 and 7 - 14. If a hearing is scheduled, complete block 5.

Previous publication of text was published in Volume: Issue:

1. Rule-Making Agency: [State Human Resources Commission](#)

2. Link to agency website pursuant to G.S. 150B-19.1(c): <https://oshr.nc.gov/about-oshr/state-hr-commission/proposed-rulemaking>

3. Proposed Action -- Check the appropriate box(es) and list rule citation(s) beside proposed action:

☐ ADOPTION:

☒ AMENDMENT: [25 NCAC 01E .1801](#)

☐ REPEAL:

☐ READOPTION with substantive changes:

☐ READOPTION without substantive changes:

☐ REPEAL through READOPTION:

4. Proposed effective date: [12/01/2025](#)

5. Is a public hearing planned? [Yes](#)

If yes:

Date	Time
07/16/2025	10a

Location

<https://ncgov.webex.com/ncgov/j.php?MTID=mdd4637f07b8c0aab4c2a9e345cc7741f>

6. If no public hearing is scheduled, provide instructions on how to demand a public hearing:

7. Explain Reason For Proposed Rule(s):

Today, Rules 01E .1801 through .1809 allow agencies to provide incentive leave to new employees, so long as those employees are: “Middle or late career applicants,” with at least 10 years of experience that is directly related to the position, and the new employee is employed with an organization that is not part of the State government, or for an organization for which the State currently accepts transferred accrued vacation leave upon hire. Up to 20 days of incentive leave can be provided.

Under Rule 01E .1807, the leave cannot be cashed out or transferred to other types of leave. The first two restrictions listed above do not exist (and have not historically existed) in the Sign-On and Retention Bonus Policy. Unlike a sign-on bonus, incentive leave cannot be cashed out or transferred. There seems to be little reason to place more restrictions on an incentive bonus than on a sign-on bonus. Therefore, OSHR recommends eliminating from the incentive leave rules the restrictions that are not also found in the Sign-On and Retention Bonus Policy.

In proposed amended Rule 01E .1801, the language would be removed that restricts incentive leave to “middle or late career applicants.”

8. Procedure for Subjecting a Proposed Rule to Legislative Review: If an objection is not resolved prior to the adoption of the rule, a person may also submit written objections to the Rules Review Commission. If the Rules Review Commission receives written and signed objections in accordance with G.S. 150B-21.3(b2) from 10 or more persons clearly requesting review by the legislature and the Rules Review Commission approves the rule, the rule will become effective as provided in G.S. 150B-21.3(b1). The Commission will receive written objections until 5:00 p.m. on the day following the day the Commission approves the rule. The Commission will receive those objections by mail, delivery service, hand delivery, or email. If you have any further questions concerning the submission of objections to the Commission, please call a Commission staff attorney at 984-236-1850.

Rule(s) is automatically subject to legislative review. Cite statutory reference:

9. The person to whom written comments may be submitted on the proposed rule(s):

Name: Denise H. Mazza
Address: 333 Fayetteville Street
Raleigh, NC 27601
Phone (optional): 984-236-0823
Fax (optional):
EMail (optional) denise.mazza@nc.gov

10. Comment Period Ends: 09/02/2025**11. Fiscal impact. Does any rule or combination of rules in this notice create an economic impact? Check all that apply.**

No fiscal note required

12. Rule-making Coordinator:

Name: Blake Thomas
984-236-0822
blake.thomas@nc.gov

Agency contact, if any:

Name: Denise H. Mazza
Phone: 984-236-0823
Email: Blake.Thomas@nc.gov

13. The Agency formally proposed the text of this rule(s) on

Date: 05/06/2025

25 NCAC 01E .1801 is proposed for amendment as follows:

25 NCAC 01E .1801 POLICY

- (a) Incentive leave may be used as a recruitment tool to assist in the employment of ~~candidates~~ individuals who are middle or late career applicants employed outside of State government ~~and who are interested in accepting employment within North Carolina State government. with the State of North Carolina.~~
- (b) An agency may award incentive leave to ~~a middle or late career applicant~~ applicants who ~~is~~ are newly appointed to a position that the agency has identified as critical to the agency mission and for which the agency has documented recruitment difficulty attracting qualified applicants, or who is newly appointed to an executive management position.

History Note: Authority G.S. ~~126-4~~; 126-4(5);

Eff. January 1, 2011;

Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, ~~2016~~ 2016;

Amended Eff. _____.